

Amendments to the Claims:

This listing of claims will replace all prior versions, and listings of claims in the application:

Listing of Claims:

Claims 1-18. (Canceled)

19. (Currently Amended) A system for workforce procurement and management using a hosted network application, comprising:

- at least one web server operable to host applications;
- at least one database in communication with the web server and operable to store data for applications hosted on the web server; and
- a workforce procurement and management application hosted on the at least one web server and operable to store data using the at least one database, the workforce procurement and management application including a plurality of modules accessible at varying levels to different participants in a hosted workforce procurement and management process, the modules including:
 - a skills fulfillment module providing a requirement function for specifying a staffing requirement for a project and a settlement function for tracking expenditures on the project;
 - an exchange module comprising a search function for matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is made available to be hired for the project; and
 - a resource management module comprising a work journal function for collecting information substantially daily about work performed on the project by the hired contractor and automatically updating the digital portfolio of the hired contractor such that the search function of the exchange module has access to current portfolio data for the contractor, the collected information including at least one of performance review information for the hired contractor for the work performed on the project, new skill level information for the hired contractor obtained on the project, new skills obtained by the hired contractor on the project, and updated experience information for the hired contractor as a result of the work performed on the

project, such that the digital portfolio data for the hired contractor remains current with skill, experience, and review information for the hired contractor; and

a knowledge management module comprising a reporting function and an analysis function, the analysis function monitoring an event of the workforce procurement and management application and the reporting function notifying a participant in the hosted workforce procurement and management process based on the event.

20. (Original) The system of claim 19, wherein the exchange module further comprises:

a sourcing function for specifying sourcing preference and rules for a project; and
a transaction management function for managing a hiring process including sourcing, interviewing, and negotiation.

21. (Previously Presented) The system of claim 19, wherein the skills fulfillment module further comprises:

a request for proposal (RFP) function for entering an RFP;
a work order function for documenting terms and conditions of a project;
a purchase order function for generating a purchase order in response to an approved work order;
a logistics management function for facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities;
a fulfillment management function for managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements; and
a risk management function for facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations.

22. (Original) The system of claim 19, wherein the resource management module further comprises an expense reporting function.

Claims 23-24. (Canceled)

25. (Previously Presented) The system of claim 19, wherein the staffing requirement includes a list of staffing suppliers, and a list of skills, and wherein the staffing requirement is generated by the analysis function.

26. (Previously Presented) The system of claim 19, wherein the different participants include a contractor who is an individual contingent worker, a client who is an employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a staffing supplier who sells a service of finding contingent workers, including finding multiple contingent workers to staff a project, wherein the different participants have varying levels of access to the hosted network application based upon attributes, wherein attributes include personal attributes associated with a participant, and enterprise attributes associated with an enterprise using the hosted network application.

27. (Previously Presented) The system of claim 19, wherein the work journal function comprises:

- receiving data into a work journal data entity, wherein the entered data comprises,
 - hours worked by the hired contractor;
 - type of work done by the hired contractor; and
 - comments regarding work done by the hired contractor;
- receiving an approval of the work journal data entity.

Claims 28-29. (Canceled)

30. (Previously Presented) The system of claim 21, wherein the work order function comprises:

- generating a work order based upon a successful search for a contractor;
- receiving a review of the work order at one level in order to determine whether to approve the work order;
 - if the work order is not approved, returning the work order to a level below the level at which it was not approved; and
 - collecting data regarding the work order, approval, and failure to approve in the database, wherein the knowledge management module accesses the collected data.

Claims 31-32. (Canceled)

33. (Previously Presented) The system of claim 21, wherein the request for proposal function comprises:

receiving a request for proposal including a list of required contingent workers and their associated skills;

linking the request for proposal with a project specification that includes data regarding a project to be staffed;

generating a search based upon the request for proposal and the project specification, wherein the search uses the exchange module;

broadcasting at least part of the request for proposal to publicly accessible applications;

receiving responses to the request for proposal; and

conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

34. (Canceled)

35. (Previously Presented) The system of claim 19, wherein the analysis function comprises:

automatically performing an analysis of at least one report based upon criteria selected by a participant; and

receiving a change of at least one attribute based upon a review of the analysis by the participant.

36. (Original) The system of claim 19, wherein the hosted network application is hosted on the Internet.

Claims 37-40. (Canceled)

41. (Currently Amended) A method for workforce procurement and management using a hosted network application, the method comprising:

receiving, into a requirement function from a client, a staffing requirement for a project;

matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is made available to be hired for the project; and

collecting, into a work journal function, performance information about work performed on the project by the hired contractor and automatically updating the digital portfolio of the contractor with the performance information, whereby the digital portfolio contains current information for the contractor for matching with an additional staffing requirement for an additional project, the performance information including at least one of performance review information for the hired contractor for the work performed on the project, new skill level information for the hired contractor obtained on the project, new skills obtained by the hired contractor on the project, and updated experience information for the hired contractor as a result of the work performed on the project, such that the digital portfolio for the hired contractor remains current with skill, experience, and review information for the hired contractor, the performance information about work performed on the project by the hired contractor being collected substantially daily.

42. (Previously Presented) The method of claim 41, further comprising receiving a review of the work performed on the project by the hired contractor.

43. (Previously Presented) The method of claim 41, further comprising tracking expenditures on the project with a settlement function.

44. (Currently Amended) The method of claim 41, further comprising analyzing the performance of the hired contractor and reporting the analysis, the analysis function monitoring an event of the workforce procurement and management application and the reporting function notifying a participant in the hosted workforce procurement and management process based on the event.

45. (Previously Presented) The method of claim 41, further comprising reporting expenses incurred on the project.

46. (Previously Presented) The method of claim 41, wherein the staffing requirement includes a list of suppliers and skills for the project.

47. (Previously Presented) The method of claim 41, further comprising:
receiving a sourcing preference and a set of rules for the project; and
managing a hiring process including sourcing, interviewing, and negotiation with a transaction management function.

48. (Previously Presented) The method of claim 41, wherein the client is a an employee of an enterprise, a recruiter who sells a service of finding contractors, or a staffing supplier who sells a service of finding contractors, wherein the different participants have varying levels of access to the hosted network application based upon attributes, wherein attributes include personal attributes associated with a participant and enterprise attributes associated with an enterprise using the hosted network application.

49. (Previously Presented) The method of claim 41, wherein the matching comprises performing a search for a contingent position based upon criteria entered by a contractor, wherein the contingent position is associated with the project.

50. (Previously Presented) The method of claim 41, further comprising:
receiving a request for proposal (RFP) for a specification of the project, including a list of required contractors and their associated skills;

documenting terms and conditions of a project with a work order function;
generating a purchase order in response to an approved work order with a purchase order function;

facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities with a logistics management function;

managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements with a fulfillment management function; and

facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations with a risk management function.

51. (Previously Presented) The method of claim 50, further comprising:

generating a search based upon the request for proposal and the project specification;
broadcasting at least part of the request for proposal to publicly accessible applications;
receiving responses to the request for proposal; and
conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

52. (Previously Presented) The method of claim 41, wherein the collecting of information into the work journal function comprises:

receiving hours worked by the hired contractor;
receiving information as to the type of work done by the hired contractor;
receiving comments regarding work done by the hired contractor; and
receiving an approval of the work journal information.

53. (Previously Presented) The method of claim 52, further comprising automatically updating the digital portfolio of the hired contractor with data from the approved work journal.

54. (Previously Presented) The method of claim 41, further comprising:
receiving a plurality of digital portfolios, each for a different contractor; and
matching more than one digital portfolio to the staffing requirement for the project.

55. (Previously Presented) The method of claim 41, further comprising:
populating a first of a plurality of digital portfolios, each for a different contractor, with data extracted from an electronic resume; and
populating a second of the digital portfolios with data from systems external to the hosted network application.

56. (Previously Presented) The method of claim 54, wherein the matching comprises performing a search of the digital portfolios of the contractors based upon the staffing requirement received from the client.

57. (Previously Presented) The method of claim 56, further comprising:
generating a work order based upon a successful match of a digital portfolio;
receiving a review at a first level of the work order to determine whether to
approve the work order;

if the work order is not approved, returning the work order to a level below the
first level; and

collecting data regarding the work order, approval, and failure to approve.

58. (Previously Presented) The system of claim 19, wherein the work journal
function further comprises a work journal approval function that receives a review of the work
performed by the hired contractor.

59. (Previously Presented) The system of claim 19, wherein the search
function comprises:

performing a search for a contingent position based upon criteria entered by a
contractor, wherein the contingent position is associated with the project.

60. (Canceled)

61. (Previously Presented) The system of claim 19, further comprising a
digital portfolio function including:

populating a first of a plurality of digital portfolios, each for a different contractor,
with data extracted from an electronic resume; and

populating a second of the digital portfolios with data from systems external to
the hosted network application.

62. (Previously Presented) The system of claim 61, wherein the search
function comprises:

performing a search of the digital portfolios of the contractors based upon the
staffing requirement of the project.

63. (Currently Amended) An information storage medium having a plurality
of instructions adapted to direct an information processing device to perform an operation for

workforce procurement and management using a hosted network application, the operation comprising the steps of:

receiving, into a requirement function from a client, a staffing requirement for a project;

matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is made available to be hired for the project; and

collecting, into a work journal function, performance information about work performed on the project by the hired contractor and automatically updating the digital portfolio of the contractor with the performance information, whereby the digital portfolio contains current information for the contractor for matching with an additional staffing requirement for an additional project, the performance information including at least one of performance review information for the hired contractor for the work performed on the project, new skill level information for the hired contractor obtained on the project, new skills obtained by the hired contractor on the project, and updated experience information for the hired contractor as a result of the work performed on the project, such that the digital portfolio for the hired contractor remains current with skill, experience, and review information for the hired contractor, the performance information about work performed on the project by the hired contractor being collected substantially daily.

64. (Previously Presented) The information storage medium of claim 63, further comprising receiving a review of the work performed on the project by the hired contractor.

65. (Previously Presented) The information storage medium of claim 63, wherein the collecting of information into the work journal function comprises:

receiving hours worked by the hired contractor;
receiving information as to the type of work done by the hired contractor;
receiving comments regarding work done by the hired contractor; and
receiving an approval of the work journal information.

66. (Canceled)

67. (Previously Presented) The information storage medium of claim 63, further comprising:
populating a first of a plurality of digital portfolios, each for a different contractor, with data extracted from an electronic resume; and
populating a second of the digital portfolios with data from systems external to the hosted network application.

68. (Previously Presented) The information storage medium of claim 63, further comprising:
receiving a request for proposal (RFP) for a specification of the project, including a list of required contractors and their associated skills;
documenting terms and conditions of a project with a work order function;
generating a purchase order in response to an approved work order with a purchase order function;
facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities with a logistics management function;
managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements with a fulfillment management function; and
facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations with a risk management function.

69. (Previously Presented) The information storage medium of claim 68, further comprising:
generating a search based upon the request for proposal and the project specification;
broadcasting at least part of the request for proposal to publicly accessible applications;
receiving responses to the request for proposal; and
conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

70. (Currently Amended) A method for workforce procurement and management using a hosted network application, the method comprising:

- receiving, into a requirement function from a client, a staffing requirement for a project;
- matching a digital portfolio of a contractor to the staffing requirement for the project, wherein the contractor is hired for the project; and
- collecting, into a work journal function, information about work performed on the project by the hired contractor, wherein the information relates to the type of work performed by the contractor, wherein the information about work performed on the project by the hired contractor is collected substantially daily;
- receiving an approval of the work journal information; and
- automatically updating the digital portfolio of the hired contractor with data from the approved work journal, whereby the digital portfolio contains current information for the contractor for matching with an additional staffing requirement for an additional project, the updated information including at least one of performance review information for the hired contractor for the work performed on the project, new skill level information for the hired contractor obtained on the project, new skills obtained by the hired contractor on the project, and updated experience information for the hired contractor as a result of the work performed on the project, such that the digital portfolio for the hired contractor remains current with skill, experience, and review information for the hired contractor.